

## **Madison School District #321**

### **Differentiated Compensation Framework**

**Certified Staff** differentiated compensation in the Madison School District shall be earned in accordance with the following:

- Shall be provided to all the certified staff who work in the building (as per state directive)
- Certified itinerant staff members shall attach to the building per the percentage of their FTE assigned to the building
- Persons who work a partial year shall be eligible for differentiated compensation for the time worked
- Short term absences shall not be considered when considering working a partial year (over 6 consecutive weeks)
- Long term certified substitutes who are either replacement teachers or substitutes shall be eligible for differentiated compensation for the time worked that is longer than 6 consecutive weeks
- DPP funds will be dispersed after the 3rd trimester results are in (June).

The student achievement measurement will be calculated differently for different grade levels.

**The student achievement measures will be reflected in Domain 1, indicator 1c “setting instructional outcomes” and Domain 3, indicator 3c “Engaging Students in Learning” on the final evaluation feedback form for each certified teacher or staff member.**

**Pre School - Differentiated Pay Plan:**

Preschool teachers will show growth in each child with identified IEP goals. Under the direction of the principal, the staff will review completion of IEP goals in the pre-school students, and if 60% of the students reach their IEP goals, the teacher will qualify for a full share of the DPP allotment. If 50% of the students reach their IEP goals, the teacher will receive .5 share of the DPP allotment. We will adjust these benchmarks as needed in January.

**K – 3<sup>rd</sup> Grade - Differentiated Pay Plan:**

<b><u>Grade Level</u></b>	<b><u>Kindergarten</u></b>	<b><u>1<sup>st</sup> Grade</u></b>	<b><u>2<sup>nd</sup> Grade</u></b>	<b><u>3<sup>rd</sup> Grade</u></b>
<b><u>Assessment</u></b>	IRI Spring	IRI Spring	IRI Spring	IRI Spring
<b><u>Skill Tested</u></b>	Letter Sound Fluency	Reading Fluency	Reading Fluency	Reading Fluency

Share disbursement will be calculated at the following rate based on the highest level on **either**:

- A. Percent benchmark proficiency levels
- or**
- B. Growth rate from the fall to spring assessment.

**(Pro-rated Share Amounts)**

Share Amount	A: Percent Benchmark proficiency % Levels				Growth Rate	Non-classroom share
	Kindergarten	1 <sup>st</sup> Grade	2 <sup>nd</sup> Grade	3 <sup>rd</sup> Grade	K-3 <sup>rd</sup>	SPED, Music, PE, etc.
1.0	70%	70%	70%	70%	7.0%	25% of 1.0
0.9	69	69	69	69	6.75%	25% of .9
0.8	68	68	68	68	6.5%	25% of .8
0.7	67	67	67	67	6.25%	25% of .7
0.6	66	66	66	66	6.0%	25% of .6
0.5	65	65	65	65	5.75%	25% of .5
0.4	64	64	64	64	5.5%	25% of .4
0.3	63	63	63	63	5.25%	25% of .3
0.2	62	62	62	62	5.0%	25% of .2
0.1	61	61	61	61	4.75%	25% of .1
0.0	60	60	60	60	4.5%	0.0

The elementary building administrator will 25% of the amount awarded for each grade level that has 70% of its teachers receiving any portion of the DPP allotments (for each of the four grade levels). A teacher who works less than full-time will receive a share according to the above chart, multiplied by their pro-rated FTE.

**4<sup>th</sup> Grade - Differentiated Pay Plan:**

4<sup>th</sup> Grade teachers will qualify for DPP allotments according to the following chart based on the Houghton Mifflin end of course assessment (70% of students scoring 70% on the CECA):

	4 <sup>th</sup> Grade	SPED, Music, PE, etc.
1.0	70%	25% of 1.0
0.9	69	25% of .9
0.8	68	25% of .8
0.7	67	25% of .7
0.6	66	25% of .6
0.5	65	25% of .5
0.4	64	25% of .4
0.3	63	25% of .3
0.2	62	25% of .2
0.1	61	25% of .1
0.0	60	0.0

**5<sup>th</sup> – 12 Grades - Differentiated Pay Plan:**

In grades 5-12, differentiated pay teacher allotments will be calculated from results on the “Common End of Course Assessment” (CECA), which has been designed by each specific department. All 3 trimesters will be evaluated, and a teacher can earn 1/3 of a share each trimester as indicated in the chart below. Teachers that teach more than one subject will have their choice of which subject CECA to use for the DPP calculations. Benchmark is considered to be 70% score on the CECA.

All other certified auxiliary teachers (SPED, Music, etc.) will receive an average portion of the DPP monies earned by the staff by each specific building they are assigned to.

Share disbursement will be calculated at the following rate based on the highest level on **either**:

A. Percent benchmark proficiency levels

**or**

B. Growth rate from the fall to spring assessment.

Share Amount			Non-classroom share
	Proficiency Rate 5-12	Growth Rate	SPED, Music, PE, etc.
1.0	70%	30%	1/3 of 1.0
0.9	69	29%	1/3 of .9
0.8	68	28%	1/3 of .8
0.7	67	27%	1/3 of .7
0.6	66	26%	1/3 of .6
0.5	65	25%	1/3 of .5
0.4	64	24%	1/3 of .4
0.3	63	23%	1/3 of .3
0.2	62	22%	1/3 of .2
0.1	61	21%	1/3 of .1
0.0	60	20%	0.0

Secondary building administrators will get  $\frac{1}{3}$  **share** for each grade level that achieves 70% of their teachers achieving **any portion of the DPP for each trimester**. Secondary building administrators will receive  $\frac{1}{6}$  **of a share** for each grade level that has 60% of teachers achieving **any portion of the DPP for each trimester**.